

# BYLAWS OF THE UNIVERSITY OF VERMONT COLLEGE PANHELLENIC ASSOCIATION

## Preamble

The College Panhellenic Association at the University of Vermont is established based on the belief that the fraternity experience contributes to a well-rounded college education. Recognizing our relationship in respect to the University, the community, and the National Panhellenic Conference (NPC) and their inherent obligations, the College Panhellenic Association is established to develop and maintain high standards of fraternity life, foster inter-fraternity relations, promote common goals and ideals, and effectively lead its member chapters. With this in mind, the College Panhellenic Association does hereby adopt this Constitution.

## Article I. Name

The name of this organization shall be the University of Vermont College Panhellenic Association.

## Article II. Object

The object of the College Panhellenic Association shall be to:

- Conduct the business of the College Panhellenic only during the campus academic year.
- Promote the growth of individual chapters and the sorority community.
- Organize and sponsor a woman-identifying membership recruitment program.
- Encourage the highest possible academic, social and moral standards.
- Coordinate activities, establish orderly procedures and provide programming in addition to recruitment.
- Adjudicate all matters related to the NPC Unanimous Agreements, College Panhellenic bylaws and/or other governing documents, College Panhellenic membership recruitment guidelines, College Panhellenic code of ethics, and College Panhellenic standing rules.
- Actively support the mission of its host institution.
- Promote good public relations.
- Give service to the community and campus.
- Promote friendship, harmony and unity among members, chapters, faculty, administrators and campus groups.

The Panhellenic Council does not discriminate in any of its policies, procedures, or practices on the basis of race, color, national origin, ancestry, religion, age, physical disability, medical condition, sexual orientation, marital status, or citizenship.

## ARTICLE III. Membership

### **Section 1: Membership classes**

There shall be three classes of membership: regular, provisional and associate.

- A. Regular membership. The regular membership of the University of Vermont College Panhellenic Association shall be composed of all installed chapters of NPC sororities at University of Vermont. Regular members of the College Panhellenic Association shall pay dues as determined by the Panhellenic Council.
- B. Provisional membership. The provisional membership of the University of Vermont College Panhellenic Association shall be composed of all colonies of NPC sororities at the University of Vermont. Provisional members shall pay no dues and shall have voice but no vote on all matters. A provisional member shall automatically become a regular member upon being installed as a chapter of an NPC sorority.
- C. Associate membership. The associate membership of the University of Vermont College Panhellenic Association shall be composed of women's only local sororities or inter/national or regional non-NPC member organizations. The membership eligibility requirements and the process for submitting an application and approval of the application shall be determined by the Panhellenic Council. Associate members shall pay dues as determined by the Panhellenic Council. An associate member shall have voice and one vote on all matters except extension-related matters. If they do not participate in the primary recruitment process, they shall not have a vote on recruitment rules and the establishment or the modification of Panhellenic total. An associate member may be expelled for cause by a majority vote of the Panhellenic Council. An associate member shall not be entitled to vote on the question of its expulsion.

- **Criteria for associate membership**

- I. In order for an interest group to become a member of the Panhellenic Council, the group must meet all the requirements listed above. The interest group must then present a Petition for Membership to the Panhellenic Council that provides information proving that the interest group meets all of the preset requirements; including but not limited to: examples of values based programming and member development, involvement in the campus community, level of advisor or alumnae support, continued growth in membership, a copy of the current constitution and any other governing policies including risk management and anti-hazing policies. Also, the petition must include a letter of request signed by the entire membership and advisor(s).
- II. The interest group must present the Petition for Membership at a Panhellenic Council meeting and provide enough copies of all material for each member group of the Panhellenic Council as well as the Panhellenic Council Officers and Panhellenic Advisor. The Petition for Membership shall be voted on at the next Panhellenic Council meeting.

## Section 2. Privileges and responsibilities of membership

- A. Duty of compliance. All members, without regard to membership class, shall comply with all NPC Unanimous Agreements and policies and be subject to these University of Vermont College Panhellenic Association bylaws, code of ethics and any additional rules this College Panhellenic

Association may adopt, unless otherwise prescribed in these bylaws. Any rules adopted by this

Association in conflict with the NPC Unanimous Agreements shall be void.

### Section 3. Dues

- A. NPC College Panhellenic dues shall be paid yearly as invoiced by the NPC office.
- B. College Panhellenic Association membership dues shall be an assessment per member
  - The dues of each Panhellenic Association member fraternity shall be \$20 per member. The amount of such dues can be changed if the need arises by the Panhellenic Council at its first meeting.
  - The dues of each College Panhellenic Association member sorority shall be payable on or before the date set by the Vice President of Finance & Standards each semester. For each day late, a \$25 fee will be added per chapter, including holidays and weekends.

### Section 4. Fees and assessments

- A. The Panhellenic Council shall have the authority to determine fees and assessments as may be considered necessary.
- B. Late fees: Late fees shall be incurred for any other fine as well (recruitment fine, missed meeting, etc.)

## ARTICLE IV. Officers and Duties

### Section 1. Officers

The officers of the University of Vermont College Panhellenic Association shall be President, Vice President of Finance & Standards, Vice President of Public Relations and Administration, Vice President of Recruitment Programming, Vice President of Recruitment & Membership, Vice President of Academic & Professional Development, Vice President of Programming, and Vice President of Philanthropy and Service, and Vice President of Diversity, Equity, and Inclusion

#### The Officers Shall:

- A. The officers shall attend all College Panhellenic Association meetings and events and be allotted two excused absences.
- B. Appoint Standing and Special Committees and their chairs and, in making these appointments, recognize representation from all member fraternities.
- C. Administer routine business between meetings of the College Panhellenic Association when advisable and such other business as has been approved for action by College Panhellenic Association Vote.
- D. Report all action taken by the Officers at the next regular meeting of the College Panhellenic Association through the Recording Secretary (VPPRA) and record the action in the minutes of that meeting.

### Section 2. Duties of officers

#### **A. The President shall:**

- Have overall responsibility for the operation of the College Panhellenic Association.
- Call and preside at all regular and special meetings of the University of Vermont College Panhellenic Association.
- Call and preside at all College Panhellenic Association Officers meetings.
- Attend alumnae meetings as scheduled or as related to the role of College Panhellenic Association.
- Review all College Panhellenic Association contracts involving the University of Vermont College Panhellenic Association prior to the submission of them to the approved administrative signee.
- Serve as member ex-officio of all College Panhellenic Association Committees.
- Meet weekly with the designated advisor.
- Communicate regularly with the NPC Area Advisor.
- Have voice, but not vote in all College Panhellenic Association meetings.
- Maintain a complete and up-to-date President's file, which will include a copy of the current University of Vermont College Panhellenic Association Bylaws, the current College Panhellenic Association budget; the current NPC Manual of information and related materials, current correspondence and materials received from the NPC Area Advisor; copies of the College Panhellenic reports to the Area Advisor and other pertinent materials.
- Report as required to the National Panhellenic Conference Area Advisor.
- Represent Panhellenic to the Student Association and the University Administration.
- Work to implement new ideas for improving the College Panhellenic Association and the University of Vermont Fraternity and Sorority Life community.
- Be informed by each Officers member concerning the various duties and functions that they perform.
- Be a delegate to any committee.
- Act as Chairperson of the Presidents Standing Committee.
- Be responsible for reserving facilities for all College Panhellenic Association events.
- Plan Panhellenic Spirit Week in conjunction with the Vice President of Programming.
- Oversee the operation of the Sexual Violence Prevention Task Force
- Serve on the recruitment team during primary recruitment and support the Vice President of Recruitment and Membership and the Vice President of Recruitment Programming.
- Be a member of the junior or senior class.
- Have maintained at least a 2.5 cumulative average.
- Has been an initiated member of a sorority for at least one academic year.
- Shall not be chapter officer.

**B. The Vice President of Finance & Standards shall:**

- Perform the duties of the President in their absence, inability to serve, or at their call.
- Serve as Chair of the Judicial Board
- Process all recruitment infractions.
- Review and revise the Constitution, Bylaws, and Primary Recruitment Guidelines of the University of Vermont College Panhellenic Association with the Panhellenic Advisor and Panhellenic President
- Assist with New Member Orientation and the planning of any other risk prevention and safety related programming.
- Assist in the election process for the following year's slate for the Officers of the College Panhellenic Association.
- Work closely with the Vice President of Recruitment and Membership to host Recruitment Rules review sessions, necessary Primary Recruitment meetings, and collaborate to effectively make sure all organizations are familiar with the proper policies, procedures, and consequences related to the Recruitment Rules or requests made by the Vice President of Recruitment and Membership or the Vice President of Finance & Standards.
- Be responsible for the general supervision of the finances of the University of Vermont College Panhellenic Association.
- Be responsible for the preparation of the annual budget and, following its approval by the College Panhellenic Association, for providing a copy to each University of Vermont College Panhellenic Association member organization.
- Receive all payments due to the College Panhellenic Association, collect all dues and give receipts in conjunction with the Office of Fraternity and Sorority Life.
- Be responsible for the prompt payment of all bills of the University of Vermont College Panhellenic Association.
- Maintain up-to-date financial records, Review College Panhellenic Association contracts in conjunction with the President prior to submitting to the approved administrative signee.
- Be responsible for the general administration of chapter delegates and enforce delegate expectations.
- Make each Panhellenic Executive member aware of the budget limitations and work closely with the Executive Council to stay within the budget.
- Receive all payments due to the College Panhellenic Association in conjunction with the Office of Fraternity and Sorority Life; bill each member organization for any dues applicable, collect dues, and give receipts.
- Work in conjunction with the Interfraternity Council Vice President of Finance & Standards to finance all events.
- Coordinate Panhellenic fundraisers when necessary.
- Be a member of the junior class.
- Have maintained at least a 2.5 cumulative average.
- Has been an initiated member of a sorority for at least one academic year.
- Shall not be a chapter officer.

**C. The Vice President of Public Relations and Administration shall:**

- Keep an up-to-date roll of the members of College Panhellenic Association and call it at all Council meetings.
- Keep full minutes of all meetings of the University of Vermont College Panhellenic Association, and a record of all action taken by the Officers.
- Maintain a complete and up-to-date file that will include the minutes of meetings of the University of Vermont College Panhellenic Association from date of its organization; copies of all contracts made by the College Panhellenic Association; and current correspondence.
- Be responsible for the official correspondence of the College Panhellenic Association unless provided for otherwise.
- Notify the College Panhellenic Association of the time and place of all meetings.
- Be responsible for all correspondence of the College Panhellenic Association.
- Act as ex-officio, non-voting member of all Panhellenic Committees.
- Be responsible for advising and informing all members of parliamentary procedure.
- Be responsible for all public relations concerning the activities and events sponsored by the College Panhellenic Association.
- Have a creative eye for all marketing and public relations efforts.
- Promote the UVM College Panhellenic Association in a just and inclusive manner.
- Be responsible for all external marketing efforts of the College Panhellenic Association throughout the year.
- Work closely with the Vice President of Recruitment and Membership to create and implement a cohesive marketing plan for Primary Recruitment. All marketing efforts for Primary Recruitment should be solidified the semester prior in order to ensure they shall be easily implemented in the fall semester.
- Work with Public Relations officers of each chapter and ensure that all chapters are equally represented across social media platforms. This includes but is not limited to: Panhellenic love posts, chapter takeovers, etc.
- A member of the sophomore or junior class.
- Have maintained at least a 2.5 cumulative average.
- Has been an initiated member of a sorority for at least one academic year.
- Shall not be a chapter officer.

**D. The Vice President of Recruitment Programming shall:**

- Direct the Rho Gamma Application selection with the assistance of the College Panhellenic Association Advisor.
- Organize at least one Rho Gamma Retreat to be held before Primary Recruitment and at least 3 associated training sessions for Rho Gammas.
- Plan continuous promotion of the Rho Gamma position by conducting informational posts with access to an email to ask questions , advertising and engaging interest of Panhellenic leaders.

- Responsible for making sure that Rho Gamma's are educated in diversity and inclusion, retention efforts, recruitment logistics, all Chapter specific information, recruitment culture and what to do in the event of standards issues.
- Work in conjunction with the Vice President of Recruitment Membership for the planning, Potential New Member engagement and Rho Gamma recruitment activity during all recruitment-related events by implementing tabling events and other opportunities for Potential New Members to engage with Rho Gammas prior to Recruitment Period.
- Attend all and assist the VP Recruitment and Membership in the execution of Primary Recruitment
- Schedule and supervise all Rho Gamma events and activities.
- Be a member of the sophomore or junior class.
- Have maintained at least a 2.5 cumulative average
- Have been an initiated member of a sorority for at least one academic year and must have participated in Primary Recruitment
- Shall not be a chapter officer.

**E. The Vice President of Recruitment and Membership shall:**

- Direct the Panhellenic Recruitment Program in the fall and spring semesters.
- Develop or implement new recruitment ideas or formats when necessary.
- Plan and execute Continuous Open Bidding for both the spring and fall, which includes the signing of MRABAs and Hazing Pledges.
- Work closely with the Chapter Recruitment chairpersons to direct and evaluate recruitment.
- Work closely with the Vice President of Public Relations and Administration on the marketing for Primary Recruitment.
- Work closely with the Vice President of Finance & Standards, the Panhellenic President, and Vice President of Recruitment Programming to host Recruitment Rules review sessions, necessary Primary Recruitment meetings, and collaborate to effectively make sure all organizations are familiar with the proper policies, procedures, and consequences related to the Recruitment Rules or requests made by the Vice President of Recruitment and Membership or the Vice President of Finance & Standards . This also includes directing and evaluating recruitment.
- Plan Sorority Info Night session(s).
- Plan a Primary Recruitment Follow up Meeting with the Recruitment Chairpersons of each chapter to be held at a maximum of 2 weeks following Bid Night.
- Shall hold recruitment roundtables with the VP of Recruitment from each chapter.
- Advise, guide, and assist chapter recruitment chairs throughout any and all recruitment events.
- Use non-discrimination recruitment procedures, especially when implementing Primary Recruitment
- Orchestrate opportunities for New Member engagement.

- Shall not be a chapter officer.
- Be a member of the junior class.
- Have maintained at least a 2.5 cumulative average.
- Has been an initiated member of a sorority for at least one academic year and must have participated in Primary Recruitment.

**F. The Vice President of Academic & Professional Development shall:**

- Be responsible for coordinating academic programming as part of the University of Vermont Fraternity and Sorority Life Community.
- Sponsor academic and fraternity education workshops, lectures, or programs of general interest to the University Fraternity and Sorority Life Community at large.
- Work closely with scholarship chairpersons of each chapter.
- Be responsible for the presentation and planning of FSL Awards.
- Implement ideas and policies for the purpose of promoting lifelong learning.
- Foster leadership potential in Fraternity and Sorority Life members.
- Host events that provide opportunities for leadership.
- Meet with Presidents of Greek honor societies regularly, be a liaison, and share their reports monthly when applicable
- Plan programming and collaborate with the Vice President of Public Relations and Administration to create social media campaigns for NPC's Month of the Scholar.
- Be a member of the sophomore or junior class.
- Have maintained at least a 2.5 cumulative average.
- Has been an initiated member of a sorority for at least one academic year.
- Shall not be a chapter officer.

**G. The Vice President of Programming shall:**

- Coordinate Greek Games each Spring semester with their IFC counterpart.
- Coordinate Greek Week in the Fall semester with their IFC counterpart.
- Plan community programming that facilitates cross-chapter relationships
- Coordinate with other executive members in the planning of social justice, diversity, Title IX, the sexual violence prevention task force, and other education programming.
- Be a member of the sophomore or junior class.
- Have maintained at least a 2.5 cumulative average.
- Has been an initiated member of a sorority for at least one academic year.
- Shall not be a chapter officer.

**H. The Vice President of Philanthropy and Service shall:**

- Be responsible for planning and coordinating philanthropic and service projects for the community and/or the University.
- Work with the philanthropy and service chairs on Fraternity and Sorority Life community projects.



- Inform chapters of philanthropy and service opportunities on campus as well as in the community.
- Plan and implement Panhellenic sponsored philanthropy events for the community.
- Host a minimum of one Panhellenic sponsored philanthropy and/or service event per semester.
- Maintain Panhellenic involvement in RALLYTHON.
- Conduct community roundtables with all organizations' philanthropy and service officers once a semester.
- Be a member of the sophomore or junior class.
- Have maintained at least a 2.5 cumulative average.
- Has been an initiated member of a sorority for at least one academic year.
- Shall not be a chapter officer.

**I. The Vice President of Diversity, Equity, and Inclusion shall:**

- Sponsor membership experience events regarding diversity, equity, and inclusion (DEI) in collaboration with the Vice President of Programming
- Host yearly conference-style program focused on topics of diversity, equity, and inclusion primarily in fraternity and sorority life
- Research and highlight cultural events happening on campus hosted by registered student organizations, departments, and community partners
- Support the three established sorority affinity spaces (Jewish Council of Sorority Women, Queer Panhellenic Association, and Sisters of Color) by holding frequent meetings with their established liaisons in order to elevate their efforts and advocate for their needs within the Panhellenic Community.
- Oversee the UVM College Panhellenic Diversity, Equity, and Inclusion Action Plan and revise as needed with various identity centered organizations and departments at UVM
- Develop programs to celebrate and educate community members on various heritage months throughout the year (i.e. Hispanic Heritage Month, Black History Month, Women's History Month)
- Communicate any and all community concerns and/or needs to the FSL Office in order to help inform different programs happening for the community (i.e. Emerging Leaders Summit, CLIMB, etc.)
- Host monthly meetings with the committee (comprised of the DEI chairs of each organization) to reflect on DEI-related efforts, plan programming, and collaborate.
- Serve as a co-chair on the FSL Sexual Violence Prevention Task Force, overseen by the Panhellenic and IFC Presidents.
- Present at Rho Gamma training during Primary Recruitment about diversity, equity, and inclusion in the Panhellenic community
- Work with President and Vice President of Public Relations and Administration to make statements regarding DEI to various bodies
- Practice a high level of confidentiality and serve as an outlet for diversity, equity, and inclusion concerns from chapters and its members.

- Maintain a complete and current list of resources, materials, and contact information for diversity, equity, and inclusion topics.
- Must be of at least sophomore standing
- Have maintained at least a 2.5 cumulative GPA
- Has been an initiated member of a sorority for at least one academic year

### Section 3. Eligibility

Eligibility to serve as an officer shall depend on the class of membership:

- Regular membership. Members from women's only sororities holding regular membership in the University of Vermont College Panhellenic Association shall be eligible to serve as any officer.
- Provisional membership. Members from women's only sororities holding provisional membership in the University of Vermont College Panhellenic Association shall not be eligible to serve as an officer.
- Associate membership. Members from women's only sororities holding associate membership in the University of Vermont College Panhellenic Association shall be eligible to serve as officers except they may not serve as president or the officer in charge of recruitment.

### Section 4. Selection of Officers

The officers of the University of Vermont Panhellenic Association shall be decided by a Slating Committee to select officers by election.

- The Panhellenic President is the chair of the Slating Committee, an ex-officio member, and is not included as a chapter representative.
- The Slating Committee shall be comprised the President, the Vice President of Finance & Standards and chapter presidents.

The President, Vice President of Recruitment and Membership and Vice President of Finance & Standards should be of junior or senior standing. All officers shall be selected by election.

All Panhellenic Officers members and Rho Gamma candidates must be in good standing and not pending approval of their organization for selection.

### Section 5. Office-holding limitations

The President, Vice President of Finance and Standards, and Vice President of Recruitment & Membership shall not be affiliated with the same member organization.

### Section 6. Term

- The officers shall serve for a term of one year or until their successors are selected. Executive Officers are unable to study abroad while serving on the College Panhellenic Council.
- The term of office will begin at the final College Panhellenic meeting of the fall academic term.

#### Section 7. Removal

Any officer failing to perform their duties as outlined may be removed for cause by a vote of two-thirds of the Panhellenic Council or resign, and a successor shall be designated by election or as provided in Section 4 of this article.

#### Section 8. Vacancies

Vacancies shall be filled in the same manner of selection as provided in Section 4 of this article.

When a meeting of the College Panhellenic Association occurs while a delegate vacancy exists, an alternate delegate of the fraternity concerned shall fulfill the duties of the delegate in all cases, except that of President. The Vice President of Finance and Standards shall fulfill the duties of President.

#### Section 9. Regular meetings

Regular meetings of the officers shall be held at a time and place established at the beginning of each academic term.

#### Section 10. Special meetings

Special meetings of the officers may be called by the president when necessary upon the electronic or written request of three members of the Officers. Electronic or written notice of each special meeting of the Officers shall be sent to each member of the Officers at least 24 hours prior to convening the meeting; however, such notice may be waived, and attendance at such meeting shall constitute waiver of said notice.

#### Section 11. Quorum

Two-thirds of the delegates from the member sororities of the College Panhellenic Association shall constitute a quorum for the transaction of business.

### Article V. The Panhellenic Council

#### Section 1. Authority

The governing body of the University of Vermont College Panhellenic Association shall be the Panhellenic Council. It shall be the duty of the Panhellenic Council to conduct all business related to the overall welfare of the University of Vermont College Panhellenic Association including, but not limited to: annual review of the parameters as adopted in the recruitment rules for the automatic adjustment of total every regular academic term, annual determination of dues, approval of the annual budget, consideration of extension, setting a calendar of events, determining programming and establishing recruitment rules and recruitment style. The Panhellenic Council shall also have the authority to adopt rules governing the College Panhellenic Association that do not violate the sovereignty, rights and privileges of member women's only sororities.

#### Section 2. Composition and privileges

The College Panhellenic Association Panhellenic Council shall be composed of one delegate from each regular, provisional, and associate organizations at College Panhellenic Association as identified in Article III. The delegates shall be the voting members of the Panhellenic Council except as otherwise provided in Article III of these bylaws. The alternate delegate shall act and vote in the place of the delegate when the delegate is absent, providing her credentials have been presented to the Association president.

The University of Vermont Greek Alumnae Advisory Council shall be composed of one alumna advisor from each regular, provisional, and associate member group at University of Vermont as identified in Article III.

### Section 3. Selection of delegates

Delegates to the Panhellenic Council shall be selected by their respective women's only sorority chapters to serve for a term of one year commencing at the beginning of the spring academic term.

### Section 4. Delegate vacancies

When a delegate vacancy occurs, it shall be the responsibility of the sorority affected to select a replacement and let the Vice President of Public Relations and Administration know of their absence. The delegate must contact the VPPRA with the name of their replacement.

### Section 5. Duties and responsibilities

#### A. Panhellenic delegate duties and responsibilities include but are not limited to:

- Must attend all Panhellenic Council meetings.
- Must support NPC Unanimous Agreements, policies and procedures.
- Must understand local College Panhellenic Association policies and procedures.
- Should know when to consult their sorority's NPC delegate for assistance and advice regarding Panhellenic concerns.
- Should be prepared and knowledgeable about Panhellenic concerns, the view of their member organization and chapter, and how to voice concerns to the Council.
- Should present regular College Panhellenic Association reports at chapter meetings.

### Section 6. Meetings

#### A. Regular meetings:

- a. Regular meetings of the Panhellenic Council shall be held at a time and place established at the beginning of each academic term.

#### B. Special meetings

- a. Special meetings of the Panhellenic Council may be called by the president when necessary and shall be called by her upon the electronic or written request of no fewer than one-fourth of the member women's sororities of the College Panhellenic Association Panhellenic Council. Electronic or written notice of each special meeting of the Panhellenic Council shall be sent to each member of the

Panhellenic Council at least 24 hours prior to convening the meeting; however, such notice may be waived, and attendance at such meeting shall constitute waiver of said notice.

- C. The delegate from each regular, provisional or associate member fraternity shall be responsible for notifying her chapter members of all regular and special meetings of the University of Vermont College Panhellenic Association.
- D. All meetings should follow Parliamentary Procedure.
- E. If a chapter delegate cannot be present at a meeting, a legitimate excuse and the name of a replacement must be submitted in writing to the College Panhellenic Association VP of Finance & Standards at least 24-hours prior to the designated meeting time.
- F. If a chapter delegate is absent at a College Panhellenic Association Meeting and no alternate is sent in her place, the respective chapter shall be subject to a \$20.00 fine to be paid to the Panhellenic Vice President of Finance & Standards. If the fine is not paid by the specified date, the chapter will be subject to a late fee of \$25 per day, including weekends and holidays.

#### Section 8. Quorum

Two-thirds of the delegates from the member sororities of the College Panhellenic Association shall constitute a quorum for the transaction of business.

#### Section 9. Vote Requirements

- A. All other votes, unless specified in these bylaws, shall require a majority vote for adoption.
- B. A two-thirds vote of the Panhellenic Council shall be required to approve a recolonization plan and for all extension-related votes.
- C. Proposed motions on issues that impact a chapter as a whole must be announced at a previous meeting to allow opportunity for chapter input before a vote may be taken on the issue.
- D. Three-quarters of the voting members of the College Panhellenic Association shall be required to establish membership recruitment rules, to determine Quota and to establish total chapter size, to set the date for pledging and to add a chapter. A majority vote shall be required to carry all other questions.

VOICE: The alternate delegates and members of the Greek Alumnae Advisory Council shall have voice but no vote.

### Article VI. The Panhellenic Advisor

#### Section 1. Appointment

The Panhellenic Advisor of the University of Vermont College Panhellenic Association shall be appointed by the University of Vermont Administration.

#### Section 2. Authority

The Panhellenic Advisor shall serve in an advisory capacity to the University of Vermont College Panhellenic Association. The Panhellenic Advisor shall have voice but no vote in all meetings of the Panhellenic Council and the Officers.

## Article VII. Committees

### Section 1. Standing committees

- A. The Standing Committees of the University of Vermont College Panhellenic Association shall be: The President Standing Committee, Standards Board, Recruitment Standing Committee, Programming Standing Committee, Public Relations Standing Committee, Philanthropy Standing Committee, Academic Excellence Committee, the Diversity, Equity, and Inclusion Improvement committee, and the Sexual Violence Prevention Task Force.
- B. The standing committees shall serve for a term of one year, which shall coincide with the term of the officers. A committee chair or member may be appointed to serve for a further term of office. Immediately following the selection of officers for the ensuing year, the President-elect shall call a meeting of the Executive Board to appoint committee Chair and members.

### Section 2. Appointment of committee membership

The incoming officers shall appoint members and chairs of all standing and special committees, except as provided otherwise in these bylaws, and in making these appointments, recognize fair representation from all member women's only sororities as much as possible. The president shall be an ex-officio member of all committees except the Judicial Board.

### Section 3. President Standing Committee

The Presidential Standing Committee shall consist of the President of the College Panhellenic Association as Chair, along with the chapter presidents of each member organizations. It shall be the duty of the President Standing Committee to promote the general welfare of the University of Vermont Fraternity and Sorority Life Community and the College Panhellenic Association.

### Section 4. Judicial Board

The Judicial Board shall consist of the Vice President of Standards and Finance as chair along with the standards chair from each chapter. The Panhellenic advisor shall serve as a nonvoting, ex-officio member. In the case of an emergency need of the Judicial board the following will occur:

- The Judicial Board members shall participate in training (including scenario training, role play, etc.) to be educated about the purpose of the board, the rules and regulations the Judicial Board will monitor, the procedures to be followed, proper questioning techniques, the rights of the charged organizations, evaluating evidence, and deliberations and sanctioning. The Judicial Board shall educate sorority members about the College Panhellenic judicial procedure.

In accordance with NPC Unanimous Agreement VII. College Panhellenic Association Judicial Procedure, it shall be the Judicial Board's duty to hold a hearing to adjudicate all alleged

violations of the NPC Unanimous Agreements and the bylaws, code of ethics, standing rules and membership recruitment regulations of the University of Vermont College Panhellenic Association that are not settled informally or through mediation. The hearing shall be conducted by the entire Judicial Board unless the Panhellenic Council adopts rules for the hearing to be conducted by a committee of the Judicial Board. The members of the Judicial Board shall maintain confidentiality throughout and upon completion of the judicial process.

#### Section 5. Recruitment Standing Committee

The Membership Recruitment Committee shall consist of the Vice President of Recruitment as chair and the Recruitment Chair of each regular, provisional and associate women's only member (if they are participating in the primary recruitment process). Alumnae advisors may attend meetings of the committee. The alumnae advisors shall have voice but no vote. This committee shall review and develop membership recruitment rules and submit them for discussion and approval to the Panhellenic Council before the end of the academic term preceding the primary membership recruitment period. After each primary membership recruitment period, the chair of this committee shall present a full report, including recommendations, to the Panhellenic Council based on an analysis of the recruitment statistics and recruitment evaluations from new members, potential new members who withdrew, each member organization and chapter advisor.

#### Section 6. Programming Standing Committee

The Programming Standing Committee shall consist of the Vice President of Programming as chair, along with the officers responsible for programming of each member organization. The Programming Standing Committee shall be responsible for the planning and supervising of all social activities and events of the University of Vermont College Panhellenic Association. This Committee shall be responsible for keeping a current calendar of all social events of the College Panhellenic Association member fraternity and of major campus events.

#### Section 7. Public Relations Committee

The Public Relations Committee shall consist of the Vice President of Public Relations and Administration as Chairperson, the Panhellenic Executive Board, and the Public Relations Chairs of each member organization. The Public Relations Committee shall be responsible for all forms of publicity dealing with the University of Vermont College Panhellenic Association. This committee shall work closely with the Executive Board and all committees to make certain the media is kept informed of the positive events of the Association and its member women's only sororities.

#### Section 8. Community Service/Philanthropy Committee

The Community Service/Philanthropy Committee shall consist of the Vice President of Philanthropy and Service as Chairperson along with the Philanthropy and Service Chairs of each member organization. The Community Service/Philanthropy Committee shall be responsible for all matters pertaining to the promotion of community service/philanthropy.

#### Section 9. Academic Excellence Committee

The Academic Excellence Committee shall consist of the Vice President of Academic & Professional Development as chair, along with the Scholarship Chairs of each member organization. The Academic Excellence Committee shall be responsible for all matters pertaining to the promotion of superior scholarship and intellectual achievement.

#### Section 10. Diversity Equity, and Inclusion Improvement Committee

The Diversity, Equity, and Inclusion Improvement committee shall consist of the Vice President of Diversity, Equity, and Inclusion, along with the DEI chairs of each member chapter and the leading members of the affiliated Affinity Spaces. The Committee shall be responsible for all matters pertaining to the improvement of education and programming around diversity, equity, and inclusion.

#### Section 11. Sexual Violence Prevention Task Force

The Sexual Violence Prevention Task Force shall consist of the Vice President of Diversity, Equity, and Inclusion from both Panhellenic and IFC along with at least two representatives of each sorority chapter.

#### Section 12. Other committees

Other such committees, standing or special, shall be appointed as deemed necessary by the Panhellenic Council.

### Article VIII. Panhellenic Scholarship

#### Section 1. All Sorority GPA

The University of Vermont Panhellenic sororities shall maintain a combined average semester GPA above the all-sorority average.

### Article IX. Finances

#### Section 1. Fiscal Year

The fiscal year of the University of Vermont College Panhellenic Association shall be from July 1st to June 30th inclusive.

#### Section 2. Contracts

The signatures of the Director of Student Life & the Davis Center shall be required to bind the University of Vermont College Panhellenic Association.

#### Section 3. Checks

All checks and electronic payments issued on behalf of the University of Vermont College Panhellenic Association shall be processed through the disbursement office of the University of Vermont.

#### Section 4. Payments



All payments due to the University of Vermont College Panhellenic Association shall be received by the Panhellenic Council advisor, who shall record them. Checks for payments shall be made payable to the University of Vermont College Panhellenic Association.

## Article X. Recruitment Rules

### Section 1. Administration of Membership Recruitment

Primary membership recruitment shall be held in the fall. Continuous Open Bidding should commence after bids are extended in Primary Recruitment for those chapters that still have spaces in Quota or Total.

## Article X. Extension

### Section 1. Extension

Extension is the process of adding an NPC women's only sorority.

The University of Vermont College Panhellenic Association shall follow all NPC Unanimous Agreements and NPC extension guidelines found on the NPC website and in the NPC Manual of Information.

### Section 2. Voting rights

Only regular members of the Panhellenic Council shall vote on extension matters.

## Article XI. Violation Resolution

### Section 1. Violation

Chapters shall be held accountable for the conduct of their individual collegiate and alumnae members. Conduct contrary to the NPC Unanimous Agreements, these bylaws, the Panhellenic code of ethics, standing rules and/or membership recruitment regulations of the University of Vermont College Panhellenic Association shall be considered a violation.

### Section 2. Informal resolution

In the case of violation report being filed, the following steps will occur:

1. If it is a first-time violation, there will be an email sent out inviting the Chapter President of the accused chapter to have an informal discussion with the Vice President of Finance and Standards, College Panhellenic President, and Panhellenic Advisor. This discussion serves as a warning and should conclude with an agreement to inform the chapter of the violation and implement change.
2. If it is a second- time violation, there will be an email sent out inviting the Chapter President of the accused chapter to have a more formal discussion with the Vice President of Finance and Standards, College Panhellenic President, and Panhellenic Advisor. Depending on the severity of the incident which is up to the discretion of the Vice President of Finance and Standards, College Panhellenic President, and

Panhellenic Advisor, there will be a potential fine and potential emergency Judicial Board meeting.

### Section 3. Judicial process

The University of Vermont College Panhellenic Association shall follow all NPC Unanimous Agreements and NPC guidelines for the judicial process found in the NPC Manual of Information if and when necessary.

## Article XII. Hazing

Per the Unanimous Agreements, NPC supports all efforts to eliminate hazing. All forms of hazing shall be banned.

Hazing is defined by the University of Vermont as “any act committed by a person, whether individually or in concert with others, against a member of the University community in connection with joining, pledging, being initiated into, affiliating with, holding office in, or gaining or maintaining membership in any group or organization that is recognized by the University, including varsity athletics teams, and that is intended to have the effect of, or should reasonably be expected to have the effect of, socially or physically isolating, humiliating, intimidating, or demeaning the individual(s) or otherwise endangering their mental or physical health. Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in such acts, and occurs regardless of the consent or willingness of a person to participate in the activity” (see Policy V. 2.19.4 for more information).

## Article XIII. Inclusion Statement

The University of Vermont College Panhellenic Association does not categorically deny membership to an individual and does not discriminate in any of its policies, procedures, or practices on the basis of race, color, religion, age, national origin, ancestry, sexual orientation, gender identity and expression, military or veteran status, the presence of a disability, genetic information, familial status, political affiliation or participation in protected activities (discrimination based on sex is allowed through Title IX of the Educational Amendments of 1972). Therefore, all events that are publicized should have an Accommodations Clause stating that accommodations are available for that event. It should also indicate whom to contact for these accommodations (i.e. on flyers, social media websites, or broadcasted).

All chapters are responsible for any apparel or lettered items that are ordered from online vendors. They must be appropriate, meaning that they send a positive message and do not degrade that organization or the University of Vermont in any way.

## Article XIV. Code of Ethics

We, the undergraduate members of the Panhellenic Community at the University of Vermont agree to promote honesty, justice, sisterhood, and the maintenance of fine standards within our

community, our respective chapters, and in our daily lives. This Code of Ethics is designed to inspire our members, reinforce exemplary conduct and values-based leadership, and perpetuate lifelong membership to enrich the sorority and Panhellenic experience through adherence to the NPC Unanimous Agreements and all governing texts established by this College Panhellenic and the NPC. Recognizing that we are the representatives of the Fraternity and Sorority Life Community, we commit to: upholding the Panhellenic spirit; exhibiting ethical behavior and conduct that aligns in a manner consistent with the mission, morals, and values of the NPC, the University of Vermont, and our individual inter/national organizations; and demonstrating our four basic fraternal values—leadership development, academic excellence, community service, and sisterhood—in our thoughts, words, and actions. Our goal is to be a model of integrity and courtesy for all individuals and organizations in the Fraternity and Sorority Life Community with respect for and consideration of their rights, opinions, and feelings in order to foster a harmonious and welcoming environment. We aim to promote the highest ideals of womanhood; in order to do so, we agree to hold each other accountable for behavior that is inconsistent with our expected codes of conduct and moral values. We trust each other as individuals and as chapters to uphold this Code of Ethics and to work together to maintain and further the positive growth of our community.

#### **Article XV. Sexual Misconduct**

##### **Section 1:**

The University of Vermont College Panhellenic Association shall follow all NPC Agreements and Guidelines against Sexual Assault. The University of Vermont College Panhellenic Association strictly prohibits all forms of Sexual Misconduct and supports all efforts to end Sexual Misconduct. Forms of Sexual Misconduct include but are not limited to Gender-Based Stalking, Sexual Violence, Sexual Assault, Sexual Exploitation, and Sexual Harassment.

Sexual Assault is defined by the University of Vermont as “A sexual act that occurs (1) without consent of the other person, or (2) by threatening or coercing the other person, or (3) by placing the other person in fear that any person will suffer imminent bodily injury.”

Sexual Exploitation is defined by the University of Vermont as “Non-consensual use of another individual’s nudity or sexuality, other than Sexual Harassment, Sexual Assault, Relationship Violence, and Gender-Based Stalking.”

Harassment is defined by the University of Vermont as “A form of discrimination that encompasses an incident or incidents of verbal, written, visual, or physical communications and/or conduct based on or motivated by an individual’s membership in a legally protected category.” Sexual Harassment is defined by the University of Vermont as “A type of Harassment, as defined above, characterized by unwelcome sexual advances, requests for sexual favors, and other unwanted verbal, written, visual, or physical conduct of a sexual nature.”

##### **Section 2:**

All complaints of Sexual Misconduct will be brought forward to the University of Vermont College Panhellenic Association as outlined in Article XI. Violation Resolution. The University of Vermont College Panhellenic Association supports the right to report incidents of Sexual Misconduct. See Policy V. 2. 19. 4. for more information

#### Article XVI. Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the University of Vermont College Panhellenic Association when applicable and when they are not inconsistent with the NPC Unanimous Agreements, these bylaws and any special rules of order the University of Vermont College Panhellenic Association may adopt.

#### Article XVII. Amendment of Bylaws

These bylaws may be amended at any regular or special meeting of the University of Vermont Panhellenic Council by a three-quarters vote, provided the proposed amendment has been announced and submitted in writing at the previous regular meeting, allowing an opportunity for chapter input.

#### Article XVIII. Unanimous Agreements and Policies

All members of the University of Vermont College Panhellenic Association shall act in accordance with fundamental Panhellenic policies established by National Panhellenic Conference in the Unanimous Agreements.

All University of Vermont College Panhellenic Association rules and policies shall be in harmony with those currently established by National Panhellenic Conference.

#### Article XIV. Dissolution

This College Panhellenic Association shall be dissolved when only one regular member exists at University of Vermont. In the event of the dissolution, none of the assets of the Association shall be distributed to any members of the Association, but after payment of all debts, its assets shall be given to NPC unless otherwise required by state law.